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You ain't got what it takes to be a soldier — or play one!

Actor went through pseudo-bootcamp to get a role as a Navy SEAL PAGE 9

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I'M SORRY, DID YOU JUST CALL ME A LIAR?

NO, THEY SAID YOU WERE FIRED. NOW WHAT? WE OUTLINE WHAT YOU SHOULD BE AWARE OF WHEN TRANSITIONING BETWEEN JOBS PAGE 13

Close call with a silent killer

Four hospitalized. Carbon monoxide leak forces evacuation of Ottawa low-rise

JOE LOFARO
joe.lofaro@metronews.ca

Four people were hospitalized early Sunday morning after a very high reading of carbon monoxide spread through an apartment building in the Sandy Hill area.

Firefighters were called to 140 Mann Ave. just after midnight and evacuated about 100 residents from the four-storey building. Fire officials say paramedics assessed nine patients and OC Transpo buses arrived to provide temporary shelter.

Sean Tracey, assistant deputy chief for community standards at Ottawa Fire Services, said the carbon monoxide leak was attributed to either a faulty hot water tank or personal heater in one of the units. However, it was a neighbour in an adjacent unit who exhibited symptoms of CO_2 poisoning and then called Enbridge, he said, adding that a reading of 200 parts per million of CO_2 was recorded inside the unit in question.

"It's high enough that with prolonged exposure it could have been fatal," said Tracey. "In this case here we were lucky that a resident notified Enbridge because they felt they were exhibiting symptoms of carbon monoxide."

Tracey is urging all Ottawa residents who have gas appliances in their homes to install a carbon monoxide detector.

Now that a private member's bill was passed last November making it mandatory for Ontario homes to have a carbon monoxide detector, Tracey is looking forward to the day when the Ontario Fire Code is amended to reflect the Hawkins Gignac Act. He said public consultations will have to take place some time this year before anything is changed.

"We feel strongly enough because of the number of incidents that we have had in Ottawa that we will be trying to make these changes very broad," said Tracey. "Carbon monoxide is the silent killer. It is odourless, it is tasteless, it's not detectable except by alarm."

LIFE ON MARS, SIMULATED

Participants in a Mars Desert Research Station mission work outside in the Utah desert in simulated spacesuits. An Ottawa resident and science reporter has joined the simulation and spoke to Metro about her participation in the Mars Society project. See story on page 3.

CONTRIBUTED

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Rough commute

Expect a wintry mess today

Brace yourself for a tough Monday commute — to and from work.

Sunday's snow set the stage for sloppy, slippery conditions that will turn to ice rain early this morning, then rain and then freeze up Monday afternoon.

Environment Canada forecasted a few centimetres of snow accumulation in the course of Sunday afternoon with another 5 to 10 centimetres falling in the evening.

The snow is expected to then transition to freezing rain by midnight and then to plain rain Monday morning as temperatures reach a high of 1 C by morning rush hour.

"We're looking at anywhere from 5-10 millimetres of ice accretion and unfortunately the mild temperatures are not going to last very long as winds snap around from the west and northwest. We expect temperatures to fall in the course of the day to -9 C by Monday afternoon," said Environment Canada warning preparedness meteorologist Geoff Coulson.

Kevin Wylie, Manager of Roads and traffic operations for the City of Ottawa said in addition to slippery roads, the biggest concern for the city is flooding and the city will be re-allocating workers to make sure catch basins are open and able to collect the expected downpour. The good news, he said, is the city already did much of that work on major arteries before Christmas and will now be able to focus on problem spots in residential areas.

The forecast for Tuesday and Wednesday calls for lots of sun, but no relief from the cold.

"We're forecasting a high of -13 C Tuesday. The normal high for that day is -5 C," Coulson said.

SEAN MCKIBBON/METRO

Ottawa Skyhawks fall as London picks up the win

NBL of Canada.

Banter between team coaches went all game long and became a part of the show

DAVE LANGFORD
Metro in London

It was a basketball fan's dream.

At one end of the court was Jaren Jackson, of 1999 NBA championship fame with the San Antonio Spurs.

He's head coach of the Ottawa Skyhawks.

At the other end was four-time NBA all-star Micheal Ray Richardson, who played eight seasons, most notably with the New York Knicks and New Jersey Nets.

He's in his third year coaching the London Lightning with two National Basketball League of Canada championships under his belt.

On Sunday, victory went to Richardson as the Lightning improved to 15-6 with a 120-108 victory over Jackson and the Skyhawks before 3,250 at Budweiser Gardens in London. The Skyhawks are now 12-12.

Banter between the two NBA vets went all game long and became part of the show.

"He can talk to you, and I can't talk to you?" Richardson said as Jackson and referee Paul Carter chatted. The veteran referee then took Jackson a few feet westward and engaged the two showstoppers at once.

"I got two timeouts?" Jackson asked timekeeper Bill Smith later in the game. "Should I take one?" he then asked Smith.

He then turned to Richardson: "Could you take one for me?"

Jackson said the exchanges with Richardson are part of the show.

"It's the New Year, and we're trying to keep it light out there because I played the game and (Richardson) played the game as well and we know all these players want to put on a good show and enjoy the game," he said.

Garrett Williamson had 23 points and Elvin Mims 17 to lead the Lightning. Stefan Welsh led the Skyhawks with 29 points and Justin Tubbs added 20.

Quoted

"It's the new year and we're trying to keep it light out there because I played the game and (Richardson) played the game, as well, and we know all these players want to put on a good show and enjoy the game."

NBA vet and head coach of the Ottawa Skyhawks Jaren Jackson, referring to the banter he had with London Lightning coach Micheal Ray Richardson during the game.

On the web

For more local news go to metronews.ca

The Ottawa Skyhawks' Ryan Anderson drives to the basket against London Lightning's Maurice Bolden during Sunday's game at London's Budweiser Gardens. ANGELA MULLINS/METRO IN LONDON

Hospital director gets 15 months for fraud

Former Royal Ottawa Hospital director Amanda Rousseau, 39, left, is shielded by boyfriend Ross Phillips outside the Ottawa courthouse Dec. 17 after learning she would be sentenced in January for defrauding her employer of nearly $20,000. JOE LOFARO/METRO

Amanda Rousseau left an Ottawa courtroom wearing her white parka again Friday morning, but this time, the coat was draped over her shoulders and her hands were cuffed behind her back.

The disgraced Royal Ottawa Hospital director was sentenced in two separate hearings to a total of 15 months in jail for defrauding her former employer and stealing thousands of dollars from a patient.

Rousseau will also serve two years probation, and must pay back $19,763 she owes the Royal Ottawa Hospital Health Care Group and $13,119 she stole from Tamara Wyman.

Rousseau, 39, had pleaded to be spared jail, saying her son and daughter needed her, but Justice Colin McKinnon was frank in his sentencing.

"The law is quite clear — fraudsters go to jail," he said.

Justice Catherine Aitken said Rousseau has "shown minimal remorse" for the "white-collar crime." She said the fraud was "well-planned" and Rousseau had many opportunities to stop.

"Ms. Rousseau did not terminate her fraud activities — she was caught," said Justice Aitken.

Rousseau pleaded guilty earlier this year to fraud and forgery charges. A financial assessment of the Royal Ottawa Hospital Health Care Group between April 2007 and March 2009 revealed Rousseau forged signatures and made false expenses. She was suspended from work and fired a month later.

LUCY SCHOLEY/METRO

Upgrade. Online Presto services to be interrupted

A major upgrade to the Prestocard.ca website will mean customers will not be able to order a new card and perform other online functions over the next several days.

Once the upgrade is completed, the website will serve all Presto customers in Ottawa, Toronto and Hamilton, OC Transpo says.

Customers will not be able to order a card until Jan. 13 and they will not be able to purchase a January pass online from Jan. 10 to 12. Also in that time, customers won't be able to add money to their e-purse or manage their account on Prestocard.ca. Customers can, however, visit an OC Transpo sales centre or a City of Ottawa client service centre in person to order a new card, buy a pass, or add money to their e-purse. Presto cards will remain functional during the service interruption and autoload features will not be affected. OC Transpo is urging transit users to load their cards in advance.

The new website will allow for Visa debit purchases and customers will be able to change their pass type from one month to the next, according to OC Transpo.

Presto cards won't be available to order online until Jan. 13. TREVOR GREENWAY/METRO

JOE LOFARO/METRO

Hotel. Police seek help finding break-in suspects

Ottawa police are trying to track down two men suspected of breaking into a downtown hotel Dec. 19.

Police say the two men broke into several rooms of the hotel while guests were sleeping early that morning. Wallets and electronics were stolen, as well as one vehicle using keys pilfered from a hotel room.

Police are seeking help in identifying the men. They are not identifying the hotel for "investigation purposes."

Anyone with information can contact Det. Chris Cochrane of the Ottawa Police Service at 613-236-1222, ext. 4533 or Crime Stoppers at 613-233-8477 or toll free at 1-800-222-8477. LUCY SCHOLEY/METRO

Police are trying to track down two men in connection to a break-in at a downtown hotel Dec. 19. View photos of suspects at metronews.ca. HANDOUT

Critical condition

Man suffers cardiac arrest at store

Firefighters who happened to be at the Loblaws on Robertson Road Saturday performed CPR on a 65-year-old man who suffered cardiac arrest in the store at approximately 10:31 a.m. Fire crews used an Automated External Defibrillator as paramedics arrived, who then used the device on him as he regained a pulse and began to breathe on his own.

The man was transported to hospital in critical condition. JOE LOFARO/METRO

Monday repairs

Portage Bridge lane to close

Motorists are being reminded that the centre lane of the Portage Bridge will be partially closed Monday between 9 a.m. and 12 p.m. and to exercise caution in the area. The National Capital Commission says the closure is needed to allow maintenance crews to fix the electrical network on the bridge.

In case of adverse weather conditions Monday, the NCC says the repairs will be rescheduled for Wednesday.

JOE LOFARO/METRO

Confined quarters: Elizabeth Howell is seen here in this photo taken on Saturday, packed up and en route to the Mars Desert Research Station near Hanksville, Utah. CONTRIBUTED

It's a Martian's life for this Ottawan

Utah research facility. Mars Society aims to provide dress rehearsal for real-life colonization of the red planet

JOE LOFARO
joe.lofaro@metronews.ca

An Ottawa woman is living like a Martian for the next two weeks in a Utah desert research facility designed to simulate life on the red planet.

Elizabeth Howell, a Carleton University graduate and aerospace science PhD student in North Dakota, joins a six-member crew in the Mars Desert Research Station (MDRS) near Hanksville, Utah.

One crew member is from France and four are from the U.S.

The MDRS is a two-floor, 1,200-square-foot facility, equipped with bathrooms, bedrooms and ladders to access a common area. Unable to speak by phone Sunday, she wrote in an email to Metro that her living arrangement is like staying at a cabin, but with a space twist.

Research participants pose outside the Mars Desert Research Station near Hanksville, Utah. CONTRIBUTED

"It's powered by generators, we have limited running water, and we leave the habitat in groups of at least two for safety reasons," wrote Howell. "The twist is that once we enter the simulation, we generally only wear spacesuits while we're outside. That's because on Mars, you would need a spacesuit to survive."

Howell was selected to participate in the program run by the not-for-profit group The Mars Society until Jan. 20. She is also a freelance journalist for several science publications.

She will act as an observer and document her journey for Space.com as well as gather information for the crew's experiments.

While she said she believes humans will one day inhabit Mars, she's not interested in being one of them if it means there's no return flight home.

Recently, an Edmonton woman was one of the latest Canadians to make the shortlist for a one-way trip to Mars in 2024 through The Mars One Project, developed by Dutch space entrepreneur Bas Landorp.

"I'm not interested, myself, in going on a one-way trip — I adore my friends and family and wouldn't want to leave them behind forever," wrote Howell. "If there was a return trip home, I'd definitely be interested."

Howell is also tweeting about her experience at twitter.com/howellspace.

Alberta, B.C. look into moving oilsands crude by rail: Report

'Viable alternative to pipeline movement.'
Environmental group calls idea 'underhanded,' says it raises safety questions in light of recent train accidents

A task force report has been handed in to the British Columbia and Alberta governments that examines the idea of transporting oilsands crude via rail if proposed pipelines don't get the green light, government documents show.

It's an idea the environmental group ForestEthics calls "underhanded."

It's a "backdoor way for industry to bring tankers to the coast without the same sort of public oversight or public process that we've had around the Enbridge pipeline or would have around the Kinder Morgan pipeline," said Ben West, campaign director for ForestEthics.

A joint provincial working group was announced by premiers Christy Clark and Alison Redford in July to develop recommendations related to energy exports and the opening of new export markets for products like bitumen for the two provinces, including pipeline and rail transport.

"Rail can be considered a viable alternative to pipeline movement based on costs of transport," the terms of reference for the group states. "If pipelines are not developed, rail will step into the void to deliver bitumen to the West Coast."

West said the report raises safety questions, especially in light of two recent high-profile train accidents.

Oil transport by rail has become a contentious topic after a train containing crude oil derailed and exploded in Lac-Mégantic, Que., in July, killing 47 people, and another train exploded without injuries last month in North Dakota.

"Myself and other people were pretty freaked out about what happened there," West said of the two fiery blasts.

The provincial working group was mandated to submit a report to both leaders by the end of December.

An Alberta government official did not respond to a question about the completion or release of the report, while an official in Clark's office said the report is complete but that no date has been set for a public release. THE CANADIAN PRESS

Details

The task force is led by Steve Carr, Deputy Minister of Natural Gas Development in B.C., and Grant Sprague, Deputy Minister of energy in Alberta.

'Big rate of increase'

More boreal forest protected, but challenges remain: Group

Canada has made significant strides in protecting the vast boreal forest that stretches across most of its provinces and territories, but the world's largest intact forest ecosystem still faces threats, says an environmental group.

The amount of boreal forest under some form of government protection has doubled since 2007 to about 12 per cent of the total area, biologist Jeff Wells of the Canadian Boreal Initiative said recently.

"That's a big rate of increase in a short time and we're hoping that's going to continue," he said.

THE CANADIAN PRESS

New Brunswick

Officials grappled with telling public about unsterilized forceps

Officials at New Brunswick's largest health authority deliberated for three months whether to inform the public about unsterilized biopsy forceps before finally releasing the information and advising patients to get tested for hepatitis and HIV last year.

Documents recently released outline how staff with the Horizon Health Network spent weeks trying to assess the risk to patients.

THE CANADIAN PRESS

Midwest, Northeast brace for 'polar vortex'

A person struggles to cross a street in blowing and falling snow Sunday in St. Louis. While much of Canada was in a deep freeze, snow-covered roads, high winds and ice were creating dangerous driving conditions from the Midwest to the Northeast U.S. on Sunday ahead of a "polar vortex" — a counterclockwise-rotating pool of cold, dense air that is set to affect more than half of the continental U.S. throughout Sunday and into Monday and Tuesday, with wind chill warnings stretching from Montana to Alabama. JEFF ROBERSON/THE ASSOCIATED PRESS

No injuries reported. Plane from Toronto slides off runway at N.Y. airport

A plane from Toronto slid into snow as it turned onto a taxiway after landing at John F. Kennedy International Airport on Sunday, halting flights at the airport for two hours and causing residual delays.

"It could have been worse, a much worse scenario," Jordan Houlton told reporters after he emerged from Delta Connection 4100 along with 34 other passengers and crew members about 90 minutes after the slippery diversion of the aircraft.

Federal Aviation Administration spokeswoman Kathleen Bergen said there was no immediate report of injuries after the plane landed safely at 8 a.m., only to lose its footing and slide into snow as it turned from the runway onto a taxiway.

The plane was then towed to a gate with passengers on board, she said.

The Port Authority of New York and New Jersey, which operates the airport, said operations for domestic and international flights were suspended for about two hours because of slick runways, leaving passengers at crowded gates. Flights resumed after 10 a.m. on two of the airport's four runways, but residual delays for passengers were expected to linger.

The landing came two days after a major snowstorm dumped 15 centimetres of snow in New York City, forcing the cancellation of hundreds of flights and stranding passengers both in the city and throughout the world who were heading to New York. Passengers from cancelled flights continued to fill the few remaining seats on many planes already crowded by holiday travellers.

THE ASSOCIATED PRESS

N.L. blackouts. Premier calls for conservation during 'critical period'

Newfoundland and Labrador Premier Kathy Dunderdale says her government will be asking large consumers of energy to conserve power as the province grapples with power outages and rolling blackouts following a heavy storm.

Dunderdale said energy conservation would be paramount in the coming weeks and large consumers of energy will be asked to close or reduce operations over the next few days.

"We're looking at customers in the province who use a lot of electricity ... and see if we can have access to that power over the next number of days until we get through this critical period," said Dunderdale at a news conference in St. John's. "But everybody has a role to play in this. THE CANADIAN PRESS

A member of the al-Qaida-linked Islamic State of Iraq and the Levant (ISIL) gives a lecture at an engineering college in the northern city of Raqqa, Syria. ISIL and rival rebels clashed in Syria on Sunday, undermining the broader opposition movement to oust President Bashar Assad. THE ASSOCIATED PRESS FILE

Syrian rebels, al-Qaida-linked group at odds

Opposition. Bloody fighting that began Friday expands over the weekend

Syrian opposition fighters battled rival rebels from an al-Qaida-linked faction across parts of northern Syria on Sunday, as deep fissures within the insurgency erupted into some of the most serious and sustained violence between groups opposed to President Bashar Assad since the country's conflict began.

The clashes, which broke out on Friday and have spread to parts of four provinces, pit an array of moderate and ultraconservative Islamist brigades against the Islamic State of Iraq and the Levant, an extremist group that has become both feared and resented in parts of opposition-held areas for trying to impose its hardline interpretation of Islam.

Brutality

- Some in northern Syria originally welcomed the Islamic State of Iraq and the Levant for imposing a degree of order on the villages and towns that fell under its control.
- But the group alienated many by employing tactics deemed brutal even by the standards of Syria's bloody conflict. Its fighters have beheaded captured government fighters, and kidnapped anti-Assad activists, journalists and civilians seen as critical of its rule.

The fighting did not appear to be a turn in unison by Syrian rebel groups against the Islamic State of Iraq and the Levant, activists and analysts said, but rather an outburst of violence against the al-Qaida-linked group in certain communities where tensions with other opposition factions were already simmering.

In a reflection of the fragmented and localized nature of much of the fighting in Syria's civil war, the Islamic State of Iraq and the Levant continued to co-operate with rebel factions against government forces in other parts of the country.

But in some corners of opposition-held northern Syria, the backlash against the Islamic State of Iraq and the Levant has been brewing for months.

THE ASSOCIATED PRESS

Czech Republic

Illegal weapons found after fatal blast

A total of 12 illegal weapons were found at the Palestinian embassy complex in Prague where a possible booby-trapped safe killed the ambassador, police said Sunday.

The deputy Palestinian foreign minister, however, denied the weapons were illegal.

Jamal al-Jamal CTK/THE ASSOCIATED PRESS FILE

A police spokeswoman declined to give more details, citing the investigation.

Ambassador Jamal al-Jamal, 56, died Wednesday after an embassy safe exploded. The career diplomat had only started his posting in October.

Deputy Palestinian Foreign Minister Taysir Jaradat said Sunday "these guns were either licensed in the embassy or were given as gifts to the ambassador.... They are not in use."

The ambassador's death is being investigated as a case of negligence.

THE ASSOCIATED PRESS

Survivors sought after India building collapse

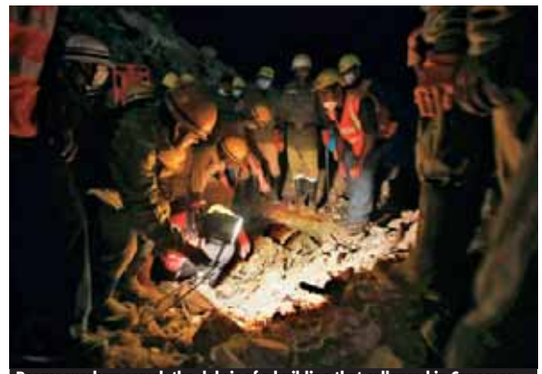
Rescuers using backhoes and shovels searched for survivors Sunday under a massive pile of broken concrete and dust that was left when a residential building under construction collapsed in southern India, killing at least 15 workers.

Authorities suspected dozens more may be trapped under the rubble, but were still trying to determine how many workers were on site when the five-storey structure crumpled Saturday afternoon in the state of Goa. Witnesses reported seeing at least 40 workers.

Soldiers and firefighters listened for movement or cries from the wreckage as they worked overnight to clear the debris, state official Venancio Furtado said.

At least 10 people were pulled out alive overnight, but the chance of finding survivors was dwindling, Furtado said. By Sunday afternoon, the death toll had reached 15, according to the state government.

Goa Chief Minister Manohar Parrikar said he ordered a review of the construction project, after seeing cracks that developed in the adjacent apartment building constructed by the same company, Mumbai-based Bharat Developers and Realtors Pvt. Ltd.



Rescue workers search the debris of a building that collapsed in Canacona, India, on Sunday. RAFIQ MAQBOOL/THE ASSOCIATED PRESS

Common occurrence

- Building collapses are common in India, as massive demand for housing and lax regulations often encourage builders to cut corners by using substandard materials or add unauthorized extra floors.

"The design is faulty, which is why the tragedy happened," Parrikar said.

Police began investigating both the building company and city officials who approved the construction on a patch of marshland in Canacona. But they have been unable to track down the construction manager and building contractor.

"Without the contractor, it is impossible for us to know how many labourers were on the shift," said state official Ajit Panchwadkar.

THE ASSOCIATED PRESS

Bangladesh elections marred by violence

A police officer kicks a suspect following an attack on a polling station in Bogra, north of Dhaka, Bangladesh, Sunday. Police fired at protesters and more than 100 polling stations were torched in Sunday's general elections marred by violence and a boycott by the opposition, which dismissed the polls as a farce. At least 18 people were killed. THE ASSOCIATED PRESS

Student allowed to use medicinal pot in the vice-principal's office

Marijuana vaporizer. Noah Kirkman's device is no bigger than a walkie-talkie

JEREMY NOLAIS
Metro in Calgary

Smoking marijuana on school property would land most high schoolers in the principal's office, but Noah Kirkman is actually encouraged to head there and ingest the drug.

The 15-year-old Western Canada High School student is a licensed medicinal marijuana user after finding the drug far more effective than prescription offerings for treating Tourette syndrome and attention-deficit disorder.

"It doesn't have any withdrawal effects and I can't (overdose) on it," explained the confident student, who has aspirations of practising photojournalism someday. "It helps me keep calm, it helps me keep focused."

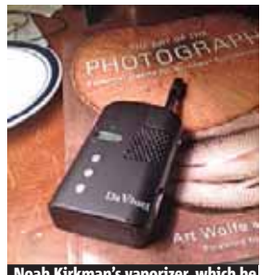
Kirkman received his licence in September and he and mother Lisa say they proactively approached Calgary Board of Education administrators to discuss terms on how the teen could ingest his medicine on school property.

At first, it was thought Noah could use his "one-hitter," which looks like a cigarette, out front of the school. But when it became too cold it was agreed he could pop by the vice-principal's office and use his marijuana vaporizer three times a day, before class, after class and over the lunch-hour.

Noah's device is no bigger than a walkie-talkie and he simply flicks a switch that heats his medicine to 186 degrees.

The CBE would not confirm the Kirkman family's account citing privacy concerns and said it doesn't have information to indicate whether other students have been granted similar concessions to use marijuana on school property. But Lisa and Noah were interviewed separately to determine whether their accounts check out and Metro was provided with proof of the teen's medicinal marijuana licence.

Lisa is also a licensed marijuana user and no stranger to generating headlines for her use of the drug. In 2011, she and three others ingested marijuana using a vaporizer aboard a WestJet flight bound for Toronto.



Noah Kirkman's vaporizer, which he uses inside his Calgary high school. COURESTY NOAH KIRKMAN

Canadian soldiers board a Sea King helicopter as they participate in advanced amphibious training from the Shearwater Jetty in Halifax in July 2013. The decades-old fleet of CH-124 Sea Kings is slated for retirement starting next year. ANDREW VAUGHAN/THE CANADIAN PRESS

Out with the old: Military to retire Sea Kings for new choppers

The federal government has decided not to scrap its troubled purchase of CH-148 Cyclone helicopters.

Instead, Ottawa will go ahead with its plan to acquire the maritime choppers to replace the decades-old CH-124 Sea Kings, which it will start retiring next year.

The plan to replace the 50-year-old Sea Kings — which fly from the decks of Canadian warships — is years behind schedule, millions over its original price and is apparently beset with technical glitches.

Last year, the Public Works Department indicated it was looking at other aircraft because Cyclone manufacturer Sikorsky had delivered just four test aircraft, which National Defence has refused to formally accept.

Public Works had previously asked for an independent analysis of whether Sikorsky could deliver what it promised.

The government says that report found that the program to replace the Sea Kings "would be viable with a different project structure and governance model."

A news release issued late on Friday afternoon says the air force will have fully capable Cyclone helicopters by 2018.

Public Works Minister Diane Finley said Sikorsky has agreed to deliver the new helicopters without any additional cost to the federal government.

When asked for more details, a government spokesman would only say Public Works accepts the independent analysis and referred to "negotiated Principles of Agreement with Sikorsky Aircraft Corporation" that would "form the basis of formal contract negotiations that will put these recommendations into place."

Public Works also said negotiations to amend the contract with Sikorsky will begin early this year and will hopefully be concluded by the end of March.

THE CANADIAN PRESS

MARS ONE: SNAPSHOTS

Seventy-five Canadians were among 1,058 shortlisted candidates for a one-way ticket to Mars in a colonizing mission being organized by Mars One, a Dutch not-for-profit foundation. Here's a look at one of the possible "human ambassadors on Mars."

LEAH GERMAIN/METRO IN EDMONTON

To infinity and beyond!

Edmonton's Christy Foley, 32, and her husband both applied for Mars One.

"I've always loved space and the idea of colonizing and expanding," said Foley, who works for the Alberta government. "I grew up on Star Trek Next Generation, which makes me a bit of a nerd."

While Foley was shortlisted, her husband was not. "It was definitely disappointing," Foley admitted. "He was ecstatic that I was picked and I love him for it."

Foley said her husband plans on continuing to apply for future applications for the mission.

"I think what I will miss the most is the ability to go out in nature," Foley said about the possibility of a one-way ticket to Mars. "We will be surrounded by machines forever. Though, part of the plan is to develop our own farms and orchards, so I hopefully won't have to miss the feel of nature for long."

Foley said thanks to volunteer work with the Girl Guides of Canada, she has a great sense of leadership and extensive experience with first aid.

Foley will have to complete a medical examination and have a "job interview" as part of the four-round selection process.

She expects the process to be complete by 2016, with training kicking off for the selected few in 2017 and a departure date set for 2024.

"It's definitely not going to happen tomorrow," she laughed. "I will get to enjoy some time with my family while I am here."

‘Click farms’ sow social media buzz

Click, click, click.
Making it look like you’ve won friends and influenced people has become big business

Celebrities, businesses and even the U.S. State Department have bought bogus Facebook likes, Twitter followers or YouTube viewers from offshore “click farms,” where workers tap, tap, tap the thumbs up button, view videos or retweet comments to inflate social media numbers.

Since Facebook launched almost 10 years ago, users have sought to expand their social networks for financial gain, winning friends, bragging rights and professional clout. And social media companies cite the levels of engagement to tout their value.

But an Associated Press examination has found a growing global marketplace for fake clicks, which tech companies struggle to police. Online records, industry studies and interviews show companies are capitalizing on the opportunity to make millions of dollars by duping social media.

For as little as a half cent each click, websites hawk everything from LinkedIn connections to make members appear more employable to Soundcloud plays to influence record label interest.

THE ASSOCIATED PRESS

‘Click farms’ inflate social media numbers. STEPHEN LAM/GETTY IMAGES

Five ‘click farm’ facts

1. A click farm is a business that sells clicks for fans, likes, followers, views and more.
2. People buy clicks to boost their social media numbers, which can lead to profits and popularity.
3. Buying and selling clicks violates social media user rules but is not regulated by U.S. state or federal agencies.
4. Click farm revenues are estimated to be worth hundreds of millions.
5. Sellers offer clicks for Facebook, Twitter, LinkedIn, Instagram, Pinterest, SoundCloud, YouTube, Vimeo and more.

Trend. Wearable gadgets set to take centre stage at Las Vegas tech show

Will 2014 be remembered as the year wearable computing took off?

Upstart entrepreneurs and major manufacturers such as Samsung, Qualcomm and Sony certainly hope so.

Gadgets that you snap, buckle or fasten to your body are already marketed to fitness freaks obsessed with tracking every possible metric their bodies produce. There are countless smartwatches for tech nerds who’d rather glance at their wrists to check messages than reach for their smartphones. And thousands of people are already seeing the world differently with the help of the Internet-connected eyewear, Google Glass.

Technology companies will stretch the wearable concept further this week in Las Vegas at the International CES event, the industry’s annual trade show. THE ASSOCIATED PRESS

Attendees wear Google Glass while posing for a group photo during the Google I/O developer conference in May in San Francisco. JUSTIN SULLIVAN/GETTY IMAGES

Tokyo auction

Bluefin tuna prices nosedive

Sushi restaurateur Kiyoshi Kimura poses with a 230-kilogram bluefin tuna. THE ASSOCIATED PRESS

Sushi restaurateur Kiyoshi Kimura paid 7.36 million yen (about $70,000 US) for a 230-kilogram bluefin tuna in the year’s celebratory first auction at Tokyo’s Tsukiji market on Sunday, just 5 per cent of what he paid a year earlier despite signs that the species is in serious decline.

Environmentalists say growing worldwide consumption of bluefin tuna is leading to its depletion, and that those in charge of managing fisheries for the species are failing to take responsible action to protect it. THE ASSOCIATED PRESS

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URBAN COMPASS

Steve Collins
ottawa@metronews.ca

Profiles in wussiness: During last week's deep freeze, I went online to renew a library book I'd already finished reading, just so I wouldn't have to drag my sorry butt outside and return it.

As I cravenly hid from the cold, nine candidates trooped through it to city hall and registered for this fall's election on the first allowable day — three incumbents (councillors Alan Hubley, Scott Moffatt and Tim Tierney) and six challengers.

It's an encouraging sign that there are people that keen to seek this energy-consuming and often thankless job, and who don't seem daunted by the prospect of unseating some strong incumbents.

Somerset Coun. Diane Holmes, a veteran re-elected with a resounding two thirds of the vote in 2010, already faces three official, serious challengers — Denis Schryburt, Thomas McVeigh and Lili Weemen — and a fourth, Jeff Morrison, has signalled his intent.

Of the current council, only Gloucester South Nepean's Steve Desroches has indicated he definitely won't be running again. Most of the others have confirmed they will.

Incumbency can be a powerful force in municipal politics, where a lack of formal party affiliation lends greater weight to factors like a candidate's name recognition.

In the two elections prior to 2010, only Larry O'Brien, blessed with recognition in spades as well as serious financial backing, managed to unseat an incumbent, who also happened to be Mayor Bob Chiarelli. Every other candidate who ran for re-election in those contests succeeded, and the only way for new councillors to get in was seemingly to wait for someone to retire.

But in 2010, the ground shifted. Not only was O'Brien picked off by Jim Watson, but newbies Tierney, Moffatt, Mark Taylor, Mathieu Fleury, Katherine Hobbs and Stephen Blais all took out sitting councillors to win their wards.

It had been a fractious term of council, and it's perhaps not coincidental that a record number of candidates that year thought they could do a better job and ran to prove it. Over 80 of them clamoured to replace the old guard, with 20 seeking the mayor's office alone.

Possibly a better indicator of the city's civic health in 2014 than the count of candidates who register by the Sept. 12 deadline will be the number of us who actually get off our collective couch to vote.

The city, which provides basic, vital services like police, transit, firefighting (oh, and the very water you drink), probably has a more direct effect on your life than any other level of government, but this doesn't seem to translate into electoral interest.

Voter turnout has been sagging throughout Canada, and nowhere worse than in municipal contests. In 2010, a mere 44 per cent of us showed up to cast a ballot, and that wasn't even a record low; it's been as bad as 33 in recent elections.

This council has a substantial record on which to run, some of which they'll be eager to tout (Lansdowne, LRT, property tax caps) and some of which you're more likely to hear about from their opponents (the casino drama, the Airport Parkway pedestrian bridge, the ongoing Presto saga).

As their employers, we should show up for the job interview.

ZOOM

Here fishy, fishy, fishy

CHUNG SUNG-JUN/GETTY IMAGES

South Korean festival gets off to icy start

A child casts a line through a hole into a frozen river during an ice fishing competition at the Hwacheon Sancheoneo Ice Festival over the weekend in Hwacheon-gun, South Korea.

The annual event attracts thousands of visitors and features a mountain trout ice fishing competition in which participants compete with traditional lures or with bare hands.

The festival is a big deal for the country. It was recently selected as one of the representative festivals by the South Korean government and CNN declared it one of the seven winter wonders in 2011.

GETTY IMAGES

Running through Jan. 26

- The exhibits include the Ice Sculpture Park, Michelangelo Special Exhibition and the 3D Digital Gallery.
- In addition to ice fishing, there is also sleigh-riding, snow-sledding, and a daily ice show.

An angler's catch of the day.

GETTY IMAGES

Clickbait

ANDREW FIFIELD
andrew.fifield@metronews.ca

CONTRIBUTED

Bandcamp is an online store that allows music fans to purchase albums directly from the artist, often allowing purchasers to name their price. But wait! There's more! You can also preview albums in their entirety before buying. It's a can't-miss proposition, so swing by and check out these Canadian artists.

The Royal Streets:

Relentlessly pleasant acoustic pop music, buoyed by plenty of cooing and a classic rock flavour. It's the type of music you'll often come across in coffee shops, complete with the gentle, raspy voice and quiet crash cymbals. Sunday morning music, in other words. (theroyalstreets.bandcamp.com)

Sean Nicholas Savage:

There's a staggering amount of music on this Montreal musician's page, and it's always hard to find a "skippable" song in the bunch. Sunny pop, piano ballads, moody electro. It's all here. A prolific writer and a busy tourer, there's a good chance he'll be in your town sometime this year. (seannicholassavage.bandcamp.com)

Jonathan Atkins:

A singer-songwriter with a devastating ear for harmonies and a delicate touch with lyrics that slide perfectly into a horrid winter. There's a definite Celtic touch, but far sweeter than something like Mumford and Sons. (jonathanatkins.bandcamp.com)

Twitter

@metropicks asked: Hey travellers! Don't tip if you're at a Miami Beach eatery. Restaurants/bars automatically add 15 per cent gratuity. Should they?

@novascotiarasta: Considering low-paid servers, be fair, add it upfront. Don't have them work (or not work) for tips.

@mcmounce: Gratuity inclusion should be clearly advertised but isn't as well as tourists exemption from sales tax

@RMichaelRoberts: automatic tip only if servers inform and remind customers that Tip is already applied and no further tip required

@tiikerikani: The food isn't worth the price at all, tip or not

@bhofley: Don't think so. Removes any incentive for them to provide good service.

@Lowpass: they do cause snowbirds are notoriously bad tippers and wait staff make like $7.80/hr in florida. 15% is minimum.

Follow @metropicks and take part in our daily poll.

WE WANT TO HEAR FROM YOU:
Send us your comments: ottawaletters@metronews.ca

metro

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Ebooks

Guillermo del Toro's Cabinet of Curiosities

By. Guillermo del Toro & Marc Zicree

Kindle/iBooks/Kobo

MIND THE APP
Kris Abel
@RealKrisAbel
scene@metronews.ca

While making movies, Guillermo del Toro (Pan's Labyrinth, Pacific Rim) keeps imaginatively illustrated journals. Select pages are used here for a fascinating discussion about his influences and obsessions, with contributions by James Cameron, Tom Cruise and Alfonso Cuarón. Thankfully, you can double-tap and zoom to explore their worlds in intimate detail.

Box office

Disney freezes out demons

On a wintery weekend, Disney's Frozen retook the box-office top spot with $20.7 million US, freezing out the horror spinoff Paranormal Activity: The Marked Ones. According to studio estimates Sunday, Paramount's The Marked Ones debuted in second place with $18.2 million US, a total that includes Thursday night screenings.

THE ASSOCIATED PRESS

Emile Hirsch, right, had to prove he belonged among the brave and brawny to land his role in Lone Survivor, which opens Friday. CONTRIBUTED

How Hirsch got huge

Lone Survivor. Actor was told he didn't have the 'physicality' to play a SEAL — cue to Rocky theme song

MATT PRIGGE
Metro World News in New York

Emile Hirsch isn't a ripped type, like his Lone Survivor castmates Mark Wahlberg and Taylor Kitsch. Yet he plays a SEAL in the adaptation of Marcus Luttrell's book, which details a mission gone disastrously awry when a quartet of soldiers went to capture or kill a Taliban leader in 2005 and wound up ambushed, fighting for their lives. Hirsch, who plays soldier Danny Dietz, says it was intensely difficult — which is exactly what he wanted.

What drew you to playing a SEAL?
A lot of people when they think of Navy SEALs, they think of this G.I. Joe type. When I read the book, I realized that's not who Danny Dietz was. He was someone I could really relate to. He was an artist. He was a great drawer. He was a quiet, serious person who was soft-spoken. But when that switch flipped he was all business.

The film isn't particularly jingoistic, but it also doesn't get into the question of whether war is just or not.
It's not a political movie. It's not a movie that dabbled in, "Should we be there?" It's on a smaller scale. It's about representing the type of person or the type of courage it takes to be one of these soldiers.

Was it difficult convincing Peter Berg to cast you as one of the toughest kinds of soldiers?
Peter Berg flat-out said to me when I first tried to get the part, "You don't have the physicality. No offence, man." I just wanted to be in the movie so badly. I didn't take no for an answer. I kept on emailing him and calling him and texting him and writing him letters. Eventually he sent me this text that just read, "Show up at Gold's early tomorrow." I wrote him back and said, "Early? What time?" No response. So I realized, "OK, this is a test." I woke up at 3:30, and I went to Gold's in Venice Beach and waited there for them to come and unlock it. The guy came at 6 to open it up. He was like, "Alright, man, come back here at 8:30, Peter will be here." So I went and took a nap at my buddy's apartment.

I went back, I just followed Peter, who was working out like a beast with a trainer. At the end of the day, Pete took me aside and was like, "How badly do you want to be in this movie?" I was like, "Really f—ing bad." He was like, "How hard do you want to work?" I said, "I'll be here every day." He said, "Alright, that's what you're going to do, six days a week." I asked if he was giving me the part. He said, "No." So I trained six days a week for hours and hours a day. It was three months before they gave me the part. They were trying to simulate an environment that would make me want to quit. I never did.

How was getting out of shape after the movie wrapped? Did your body just rebel against you?
It sucked. I tried to keep lifting and keep training. I couldn't keep my body at the same level, because you'd have to train four or five hours a day. It was a withdrawal. All of a sudden you're back to this unstructured life.

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Lutz gets it on: Cyrus wrapped around Twilight star at end of 2013

Miley Cyrus is apparently starting the New Year with a new man in her life, having been spotted getting frisky with Twilight star Kellan Lutz at a Las Vegas nightclub just before New Year's Eve, according to E! News. "They were making out and didn't seem to care who was watching. It wasn't a secret that they were together," a source says. "She kept grabbing him throughout the night. You can tell he was into her, but at times he looked like he was uncomfortable with all the attention they were getting at the club."

Twitter

@ElizabethHurley
About to go on a 8km toboggan ride. Help....

@mindykaling
You know it's time to put away your phone when you're like: hm, what's the worst thing I could tweet that would end my career irrevocably?

@SarahKSilverman
On my tombstone I just want it to say, "I'm cold"

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES

The Word

Jay and Bey's sex-toy bill will take your breath away

STARGAZING
Malene Arpe
scene@metronews.ca

Happy New Year…

According to a report, Beyoncé and Jay Z spent $6,000 on sex toys. Perhaps someone should explain to them that there's absolutely no need for anything to be gold-plated.

Lily Allen refers to fellow pop stars as "a bunch of sterile bleeping Botoxed idiots that stank of desperation." She later apologizes and clarifies that, "I have no way of knowing whether it was Botox or Restylane."

Prince William will be attending Cambridge University to study agricultural management. Meanwhile, Prince Harry, following up on his trek to the South Pole, plans to have himself shot out of a cannon, work the rodeo and, in general, be 300 times cooler than his brother.

Kate Winslet. ALL IMAGES GETTY

Winslet can't Bear the thought of her new son being a Rocknroll-er

Kate Winslet confirms that her first child with husband Ned Rocknroll, son Bear born last month, has her last name instead of his. "Of course we're not going to call it Rocknroll," she tells the U.K. edition of Glamour. "We haven't really had that conversation. It was always going to have my name." But lest we think Winslet has been bowing to outside pressure, rest assured the actress doesn't care what other people think. "People might judge all they like, but I'm a f—ing grown-up," Winslet says.

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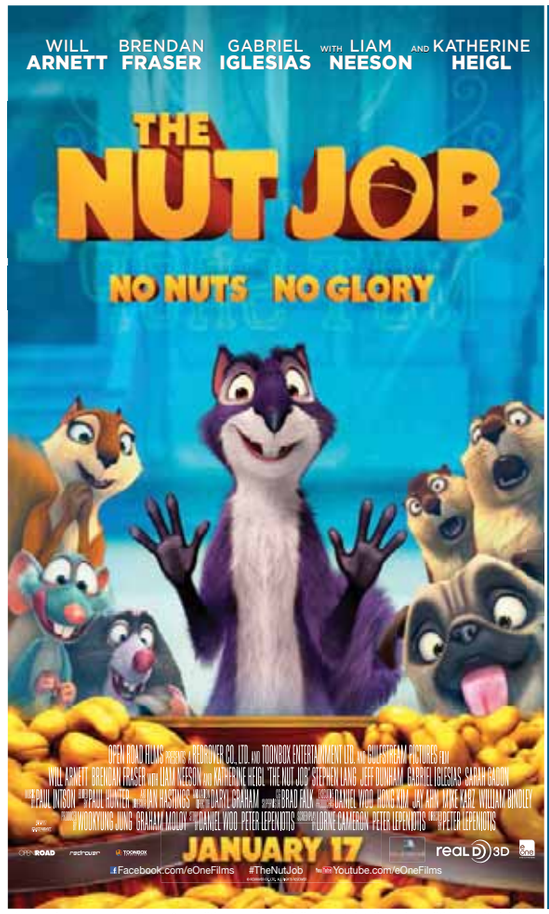
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Safety Steps

Taking children into crowded venues

Taking young children into busy and crowded venues can often make even the most confident parents feel slightly nervous. Here are three easy and effective tips to ensure safety in crowds.

• Slip your business card in your children's pockets.

• With a marker, write your cell number on the back of your children's hand.

• For up-to-date ID purposes, take a photo of each of your children with your phone. Should you become separated from a child, it will be much easier for you to be reconnected. EVELYN HANNON, YUMMYMUMMYCLUB.CA

Exclusively online

Read the latest Metro content from Lyranda Martin Evans and Fiona Stevenson, authors of the hilarious, best-selling book Reasons Mommy Drinks, at metronews.ca/voices.

Don't clip tooth fairy's wings

Timing. A mom explains why she, and her daughter, aren't ready for the truth about that tiny fairy who leaves money in return for teeth lost by kids

SIDURA LUDWIG
YummyMummyClub.ca

Your kids will give you cues when they're ready to hear the truth about the tooth fairy truth. ISTOCK

The other day, I lied to my daughter.

Every once in a while, she likes to go on this website called therealtoothfairies.com. She has a favourite tooth fairy, Avalane, and has been known to write her letters. At night, I take the letters out from under her pillow and put back a note, usually written in cursive so she won't recognize my handwriting.

I have mixed feelings about our scenario.

I don't like that she's found a website that basically dictates to her how she should imagine the tooth fairy. The website also charges to upgrade to different activities, which she knows I flat out refuse to allow her to do.

Does the tooth fairy really need to be more commercial than the toonie she gets under her pillow when she loses a tooth?

However, I have no problem in general with the concept for a tooth fairy. And let's face it: realizing that the tooth fairy is just your parents is one of those rites-of-passage into older childhood. She's six. I want her to stay young for as long as she can.

Recently, after fiddling around on her favourite website and printing out a copy of her latest letter, she said to me, "Mommy, is it really just you sending me the letters?"

Usually I parent by the philosophy, "If they're old enough to ask, they're old enough to know."

So, at first I said "Yes."

And then I saw her face. She was frozen. Her mouth did not turn up into that "I knew it!" smile.

She looked like she was willing herself not to process my words. Her eyes searched mine. She said it again, "No really, mommy. Is it you sending me the letters?"

And then I got it. She wasn't ready yet. And she was giving me a way out.

So I lied: "I'm the one who passes your letters onto the tooth fairy and makes sure they get there."

That's when she smiled. "Oh! OK. Because everyone at school says there's no such thing as the tooth fairy — that it's just your parents.

"I tell them, 'No! My parents don't have wings! My mother's name isn't Avalane!'"

And she ran off to put her latest letter under her pillow.

I think she knows her time will come when she won't believe this anymore.

I remember the night her older brother came downstairs and said, "It's just you guys, right?" He had the "I knew it!" smile.

I think she might even know this is a game she and I play together, that as soon as she admits to knowing, the game will stop.

Recently, she woke me early to decode the cursive in the letter she found under her pillow. Avalane told her she can't wait until her current wiggly tooth falls out, and that believing is something you feel in your heart (thank you, classic Disney).

She took the letter back from me, held it against her chest and then skipped off with that smile.

YUMMYMUMMYCLUB.CA IS AN ONLINE RESOURCE THAT HELPS BUSY WOMEN TO SURVIVE MOTHERHOOD

Pregnancy: It's not all about swollen ankles

In pregnancy, there's lots to complain about: nausea, back pain, high blood pressure, low blood pressure, swollen ankles, swollen feet, swollen everything, weight gain, constipation, random hairs, pubic-bone pain, vagina pain, breast pain, everything-on-your-body pain, sleeplessness, nightmares, night sweats; the list goes on. But there are also perks!

There is stuff you can't do
Trust me, this can be a good thing. "I'm sorry, I'd love to change the cat litter, but I guess that's off my to-do list for the next 40 weeks." Or, "Yikes, I'd love to clean the toilet but I probably shouldn't expose myself to harsh chemicals."

Your boobs look great
The rest of your body might feel crappy, but these new buoyant breasts are a fun perk, even if they're too tender for your significant other to touch. They look great, so enjoy them.

You call the shots
No matter what, you win because you're growing a human and nothing can trump that. Your significant other says, "I had such a bad day at work." You can reply: "Yeah, me too. Plus, it felt like someone was carving hieroglyphics into my cervix with an ice pick. Did I mention I'm growing a human? Do you mind getting dinner started?"

Random rage is justified
This is pretty self explanatory.

You can end unwanted conversations quickly
If you're in the middle of a boring conversation, you can excuse yourself with lines like, "Sorry, I just got kicked in the bladder. There is a very good chance I might pee myself if I don't go to the bathroom immediately."

You're growing a human
At the end of the day, this is what it comes down to, right? I mean, how freaky and sci-fi cool is it that you're growing a human being inside of you? Fingernails are developing, brain cells, lung fibres, bones, a heart, eyelashes... Blows. My. Mind.

Back pains aside, you're growing a life. How amazing! ISTOCK

JEN WARMAN, YUMMYMUMMYCLUB.CA

Flash food. Flank Steak with Shiitake Mushrooms & Hoisin Sauce

This recipe serves four. MIKE MCCOLL, FROM THE BEST OF ROSE REISMAN (WHITECAP BOOKS)

ROSE REISMAN
For more, visit rosereisman.com or follow her on twitter @rosereisman

One of my favourite dinners for the family is a lean sliced steak with a tasty sauce and a salad to start your meal.

You can enjoy meat at least twice a week and still eat healthy — providing you're eating the right cut of beef. My go-to steak is flank since it's tender, lean and quick cooking. Consider that six ounces of flank steak has only five grams of saturated fat compared to a rib steak that has 14 grams.

There's a lot more artery clogging fat when you indulge in the fattier cut.

If you have the time, you can tenderize the flank steak by marinating in a light bottled salad dressing or any oil and acidic ingredient such as balsamic vinegar or lemon juice. Add some herbs and spices of your choice. The steak will always be more tender if you can marinate it in the morning or the night before.

If you don't have sweet rice vinegar or mirin, you can use regular rice vinegar and add one tablespoon of sugar and heat gently to dissolve. Chinese five-spice powder is available in the dried herb section of your supermarket. It's a combination of cinnamon, star anise, cloves, pepper and fennel. If you don't have shiitake mushrooms, feel free to use another mushroom of your choice such as button, oyster or brown, being sure to cook the mushrooms until all the moisture evaporates.

I love my steaks served medium rare, which is about 130 F. Use a meat thermometer to test the doneness. Remember that the steak continues cooking for about 10 minutes after you remove it from the heat, so don't overcook it.

If you want a grain alongside the steak, try brown rice or soba or rice noodles.

Nutritional information

Per serving: 429 calories; 21.4 g carbohydrates; 4.7 g fibre; 41 g protein; 18 g total fat; 6.6 g saturated fat; 111 mg cholesterol; 680 mg sodium

Ingredients

Mushroom Hoisin Sauce
- 1/3 cup sweet rice wine vinegar or mirin
- 1 1/2 tsp Chinese five-spice powder
- 1/3 cup hoisin sauce
- 2 tbsp toasted sesame seeds
- 3 tbsp rice vinegar
- 2 tbsp low-sodium soy sauce
- 2 tbsp sesame oil

- 1 lb whole shiitake mushrooms, cleaned with stem removed
- 2 green onions, sliced for garnish
- 1 1/2 lb flank steak

Directions

1. Combine mirin, five-spice powder, hoisin, sesame seeds, vinegar, soy sauce and sesame oil. Pour 1/4 cup of the sauce over the flank steak, letting it marinate while you cook the mushrooms.

2. In a large skillet sprayed with vegetable oil, sauté mushrooms 12 minutes or until tender. Add another 1/4 cup of the sauce and cook one minute.

3. In a grill pan sprayed with vegetable oil, grill steak on medium-high heat 8 minutes per side or until done to your preference. Let sit 10 minutes.

4. Slice steak against grain into thin slices, scatter the whole mushrooms overtop, garnish with the green onions. Serve with the remaining sauce. **THE BEST OF ROSE REISMAN (WHITECAP BOOKS) BY ROSE REISMAN**

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Fire escape: So you've been canned, now what's your plan?

Get to the bottom of your boot. What to do after you've been terminated from your job

PARISA NIKFARJAM
TalentEgg.ca

Getting let go from any job is tough and in many cases, embarrassing, but that shouldn't dissuade you from assessing your termination and ensuring that it accords with applicable laws. ISTOCK

When you're just getting your foot in the door, the hardest thing to contemplate is being fired.

Knowing your rights and obligations during an otherwise uncertain and difficult time will help when transitioning from one job to another.

The following is a snapshot of some of the issues for you to be aware when you've lost your job:

Is the termination lawful?

While it is the employer's prerogative to dismiss employees at any time (by either having cause or providing notice or payment in lieu of notice), not all dismissals are lawful.

It is therefore crucial to determine why you've been fired. If any of the following occurs, your dismissal may not be justifiable. The following restrictions apply to Ontario only. Provincial laws vary:

- Dismissal is based on a prohibited ground under the Ontario Human Rights Code, such as disability, age, sex or sexual orientation.
- Dismissal follows a complaint of harassment or violence in the workplace.
- Dismissal follows a complaint under the Employment Standards Act, 2000 (ESA) including payment of wages and overtime pay.
- Dismissal occurs during leaves of absence such as pregnancy leave and emergency leave, or immediately thereafter.

If your dismissal is based on any of the above, remember that any legal remedy you have may carry a time limitation, so it is best that you consult with legal counsel or start the appropriate process as soon as possible.

Entitlement to termination pay

Your employment may come to an end for "just cause" or "without cause."

If you've been fired for just cause, the employer has ended the relationship for a particular reason such as theft, illegal activity, excessive lying, workplace violence or other inappropriate behaviour. In this circumstance, you're not entitled to any payment as a result of your termination. These terminations are often contentious. It is important to seek legal advice if this is the basis of your termination, as you may have been wrongfully dismissed.

If you've been fired without cause, the employment relationship has been terminated but not necessarily as a result of your actions. This is often the case where the employer is downsizing or where the relationship just isn't a good fit. In Ontario, in this case you have minimum entitlements under the Employment Standards Act, 2000 (ESA).

There is an entitlement to notice (or pay in lieu), which is based on your length of service (one week per year of service), and is currently capped at eight weeks' compensation.

In some circumstances, you may also have a right to statutory severance pay once you've worked for more than five years.

If your employment contract does not restrict your entitlements to these minimum standards, you may wish to negotiate for a more generous termination package that considers your length of service, your age, the nature of your position and the availability of comparable alternative employment.

On top of notice or pay in lieu of notice, you are also entitled to benefits for at least your minimum notice period under the ESA, so you should ensure that this is a part of your termination package. If you have received less than what you are entitled to, you may also have been wrongfully dismissed.

Duty to mitigate

While you have certain entitlements upon termination, you also have obligations, one of which is the duty to mitigate your losses by looking for suitable alternate employment.

Your termination package may address this duty but even if it is silent, you should be aware of your legal duty to limit the financial losses associated with your termination by actively seeking out employment opportunities.

This duty may also include accepting re-employment with your previous employer, as long as it is reasonable to return to that workplace.

The Twitter tirade

While this is an emotionally charged time, voicing your frustration with your previous employer on social media may not be in your best interests.

- In fact, as a recently dismissed employee learned, it may result in a reduction to the settlement award they would have received from their employer. It is important to note that post-termination arrangements are confidential, particularly when dealing with negotiations and settlements.

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Skills that will lead to success in 2014

Have you got the goods? The common abilities every future employee should covet this coming year

SHAHEERAH KAYANI
TalentEgg.ca

Many employers look for a common set of skills and want to see proof that you have these skills.

Always study the job description carefully and note the specific skills required. This lets you know exactly what the employer will be looking for in your resumé and application.

Trying to match an employer's expectations can be daunting, but you've likely developed these skills through past work experience or volunteering.

Here's a quick guide to the most common skills employers look for and examples of how to showcase these skills on your resumé:

Communication
This is a skill every employer values. Communication includes three different categories: verbal, listening, and written.

You will need communication skills in order to listen effectively to your boss, coworkers or clients; communicate and facilitate discussions effectively with your team; prepare and deliver presentations; write work reports and more.

Sample point showcasing this skill: Excellent communication skills developed through experience in retail, customer service, telemarketing, front desk reception, journalism and so on.

Computer skills
Most jobs require you to have a basic understanding of computer programs such as Excel and Microsoft Office, as well as skills in Internet navigation, social media sites and email systems.

Sample point showcasing this skill: Proficient computer literacy proven through work experience in front-desk IT, software programming and applications, spreadsheet tabulations, social media coordination, etc.

Research skills
This skill refers to your ability to think critically, analyze situations from multiple viewpoints and research matters to define key issues.

Sample point showcasing this skill: Highly critical thinker with effective researching skills proven through work experience in or as a research assistant, resource developer, conflict resolution, project management, etc.

Leadership
Employers seek those who have the ability to lead, motivate and stimulate others to achieve goals and inspire change. Even if you aren't applying for a position in management, most employers prefer to hire team members who can manage a team if the need arises.

Don't let your resumé get too long-winded. Keep it simple and skill-focused. ISTOCK

Sample point showcasing this skill: Exceptional leadership skills developed through experience in club or school government, tutoring, student mentorship or leadership, per-

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sonal coaching or training, etc.

Adaptability

Employers want to know that you are capable of working in a fast-paced environment, that you can adapt to various situations and prioritize multiple work assignments simultaneously. This skill is often mentioned in connection with high-volume work environments.

Sample point showcasing this skill: Flexible team player who prospers in a fast-paced work environment based on past experience balancing a full course load with a part-time job, working odd hours, a busy office, etc.

Interpersonal skills

Employers want someone who is personable and engaging, and can inspire other co-workers and work well in a team.

- **Sample point showcasing this skill:** Interpersonal and relationship building skills proven through work experience in club involvement, teamwork, student leader, workshop facilitator, etc.

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'Round the world wisdom

Don't let your stuff weigh you down

The severe market crash in October 2008 changed my life. I started running to regain my health, both emotional and physical. Shortly after I took my first steps, I ran the Gobi March in China in June '09, followed by the Atacama Crossing in Chile in '10 and the Sahara Race in Egypt in '11. In this post, I share a lesson about life, learned from the desert.

LESSONS FROM THE DESERT
Stéfan Danis
life@metronews.ca

Too much stuff to settle into your business? Let go of the little things. ISTOCK

The Gobi race is unaided and participants are required to carry their own backpacks including clothing, sleeping, medical and survival gear as well as food for a week. Then, you have to run the race with your pack on your back.

As a result, first timers spend a large amount of time weighing their food in order to carry the least amount of weight for the greatest energy output. What I noticed was that the more the participants believed they were efficient at choosing their food, the more they added, just in case. In effect, if you thought you were a good packer, then you just brought out more stuff!

I was advised prior to the race that many first timers made the mistake of over-packing and in fact would throw out their food once they grew fatigued and realized they no longer could carry the weight. Racers would spend more time thinking about packing "enough" than checking if their shoulders and back were strong enough to carry it.

Not only did my coach suggest I travel light, he advised me to under-pack. "If you're in trouble, others will give you their food, happy to lighten their load," he said.

We tend to overestimate what we need, both in life and when running a desert. And when you realize that you carry your life's essentials and your baggage on your back, it becomes easier to shed it.

STÉFAN DANIS IS THE CEO OF NEXCAREER AND MANDRAKE, AND THE AUTHOR OF GOBI RUNNER

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A graduation gown waiting for everyone — including girls

Gender equality in education. She's the First aims to give girls a push to pursue educational endeavours

VICKI SALEMI
Metro World news

Would it be fair if these girls couldn't go to school simply because of their gender? ISTOCK

Want to change the world one girl at a time?

Meet Amanda Parks, president of the She's the First campus chapter at The College of New Jersey. She's the First works with education in developing nations by giving girls the chance to become the first in their families to graduate from secondary school.

Parks, a senior, proudly proclaims, "I am and always will be an advocate for equality in girls' education worldwide. She's the First has changed my perspective on education."

She adds, "Fighting for equality in education at the hand of girls is something that I will take with me after graduating because being committed to this cause is a forever thing."

Mentioning that girls' education is shorthanded since only one out of every three girls attends secondary school in the countries where She's the First operates and that "one's gender should not determine the opportunities they are afforded," Parks has a reality check.

Whenever the volunteer is stressed out, she's reminded "of the girls we sponsor and the girls we have yet to sponsor because they are my motivation to get through long nights and stressful weeks."

That motivation includes running fundraisers like their annual tie-dye cupcake bake sale as part of the organization's worldwide bake-off. "It is exactly what it sounds like! TCNJ is one of 200-plus baking teams that gets together for a week to bake eye-catching and delicious tie-dye cupcakes to sell while raising awareness for She's the First."

In addition to raising money, they raise awareness by gaining co-sponsors in other student organizations and "new members that didn't know our organization existed before seeing our bake sale."

Katie Riley, campus programs assistant at the group's headquarters in New York's Chelsea, says the size of a typical chapter is about 20 to 30 students (and yes, guys volunteer too). They anticipate having about 200 chapters by the end of next year.

"Campus chapters are required to promote girls' education issues via social media and host one awareness event (such as a panel or documentary screening) and one fundraising event per semester."

As for what intrigues Parks about She's the First, the short answer is community.

After attending the three-day campus leadership summit in the fall, an annual retreat for campus chapter leaders, she "never felt more supportive" to raise awareness.

"I am passionate about this She's the First family, or our #STFfamily as we call it on social media. I can call on any of my fellow campus chapter leaders when I need a creative idea for a fundraiser or just need to vent about something going particularly well with my campus chapter. It is comforting to know that I have that support system whenever I need it."

That family sense, says president and founder Tammy Tibbetts, is pervasive. Tibbetts, who was recently named to TIME's 30 under 30 list, explains, "She's the First is not something I see students doing just to have a bullet on their resumé. They are looking to change the world with a community — and that's what we provide. Hence, family!"

Gathering for good

- Amanda Parks' She's the First chapter raised more than $1,700 US between last year and this year to sponsor students at a school in Nepal.

Amped up efforts

"In 2014 we are determined to scale up our success and raise one million dollars to support our mission, to send more girls to school and support more youth worldwide in leading this movement. If you ever wanted to be part of creating education equality in the world, now is the time to get involved!"

President and founder of She's the First, Tammy Tibbetts

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Luge

Canadians take silver ahead of Sochi Games

Canada continued to push towards its first Olympic luge medal, winning silver in the team relay at a World Cup event on Sunday in Konigssee, Germany.

Sam Edney, Alex Gough and Justin Snith, all from Calgary, and Tristan Walker of Cochrane, Alta., joined forces to win silver in two minutes 44.499 seconds.

THE CANADIAN PRESS

NHL

Malkin makes immediate impact in return

Evgeni Malkin woke up Sunday morning, texted Pittsburgh Penguins coach Dan Bylsma and told him he was good to go after missing nine games because of an ailing left leg.

Sure looked like it.

The Russian star scored twice and added an assist, helping the Penguins rally past Winnipeg 6-5 to extend their home winning streak to 12 games. James Neal added two goals and Jussi Jokinen scored for the third time in the last two games as Pittsburgh's second line kept the Penguins in it until Matt Niskanen's slap shot with 7:22 remaining won it.

"It's always a big boost when you get a guy like (Malkin) back," Neal said. "Myself and Jussi were obviously excited. We try to feed off that. It looked like he didn't miss a beat out there." THE ASSOCIATED PRESS

NHL

Jones jettisoned upon Quick's return

Martin Jones has been sent back to the minors by the Los Angeles Kings despite the goalie's record-tying start to his NHL career.

The Kings made the move Sunday, a day after Jonathan Quick returned to the lineup.

Jones matched Bob Froese's record when he won his first eight NHL starts last month for the Kings, who recalled him from their AHL affiliate in Manchester to back up Ben Scrivens during Quick's 24-game injury absence.

THE ASSOCIATED PRESS

Canadian players, from left, Anthony Mantha, Zach Fucale and Charles Hudon react after losing 2-1 to Russia in the bronze-medal game at the world junior hockey championship on Sunday in Malmo, Sweden. FRANK GUNN/THE CANADIAN PRESS

Canada runs into Russian roadblock

World juniors. Canucks lose bronze-medal game to finish fourth for second straight year

No excuses

"Age is irrelevant because it is the best we had in our country. It's just the way it's set up."

Brent Sutter, head coach of Team Canada

There is hope for next year's team, but that didn't make it easier for the Canadian players that left the world junior championship without a medal for a second year in a row.

A bid for a first gold medal in five years had died with a 5-1 loss to Finland in the semi-finals, and a 2-1 loss to Russia in the bronze-medal game on Sunday left captain Scott Laughton and his teammates in a gloomy mood.

"When you put on this crest and try to represent your country and can't even bring a medal back to Canada to the people who've been cheering for you, and have 4,000 fans come down here, it's heartbreaking," said Laughton.

Mikhail Grigorenko got a lucky goal off Mathew Dumba's skate and Eduard Gimatov wired a shot to the top corner in the first period, but Canada could only answer with defenceman Josh Morrissey's first of the tournament midway through the third period against sharp Russian goalie Andrei Vasilevski.

It was the second year in a row Canada lost a bronze-medal game to Russia after a 6-5 setback last year in the Russian city of Ufa. And it marked the first time Canada has gone without a medal at this event in consecutive years since it happened three years in a row from 1979 to 1981.

The support was there from the start from hundreds of red-and-white clad Canadian fans who went to Sweden to cheer on a team that turned out to be too young, too unlucky and perhaps not talented enough to win this year's tournament.

But next year may be different when it is held in Montreal and Toronto.

Canada brought its second youngest team ever to Malmo — only the team that was disqualified in 1987 for a brawl with the Soviets was younger.

THE CANADIAN PRESS

World junior champions Finland celebrate Sunday's victory in Malmo, Sweden. LUDVIG THUNMAN/THE ASSOCIATED PRESS

Gold-medal game. Finns win all-Scandinavian final

Defenceman Rasmus Ristolainen scored at 9:42 of overtime to give Finland its third world junior hockey title, 3-2 over Sweden on Sunday.

Ristolainen picked up the puck along the right boards, beat defenceman Robert Hagg as he cut in front of the goal and slid a backhander under goalie Oscar Dansk's right leg pad. Ristolainen has one goal in 19 games this season for Buffalo.

Finland won the under-20 event in 1987 in Czechoslovakia and 1998 at home in Helsinki. THE ASSOCIATED PRESS

4 SPORTS

Tennis

Hewitt snaps title drought with win over Federer

Lleyton Hewitt won a title for the first time since 2010 with a 6-1, 4-6, 6-3 upset win at the Brisbane International over Roger Federer, his longest-standing rival on tour.

THE ASSOCIATED PRESS

FA Cup

Man U and West Ham eliminated in third round

Manchester United and West Ham paid a big price for fielding heavily weakened teams in the FA Cup when they were knocked out in the third round on Sunday, while Chelsea and Liverpool advanced relatively comfortably.

Swansea capitalized on the 80th-minute sending-off of substitute Fabio Da Silva by scoring in the last minute through Wilfried Bony in a 2-1 win at United.

Like United, West Ham used a lineup full of reserves ahead of its League Cup semifinal against Manchester City on Wednesday, losing 5-0 at second-tier Nottingham Forest in the third round's biggest shock.

THE ASSOCIATED PRESS

Nottingham Forest's Andy Reid celebrates scoring against West Ham on Sunday. THE ASSOCIATED PRESS

NCAA basketball

Jayhawks come up short vs. Aztecs

Xavier Thames scored 16 points and No. 21 San Diego State held on to beat No. 16 Kansas 61-57 on Sunday, ending the Jayhawks' 68-game non-conference winning streak at Allen Fieldhouse. Andrew Wiggins scored 14 points for Kansas. THE ASSOCIATED PRESS

'It wasn't surreal'

"You're able to go home ... turn the TV on and find out that it did happen. It is real."

Indianapolis Colts coach Chuck Pagano after Saturday's shocking turnaround, from a 38-10 second-half deficit to 45-44 win over the Kansas City Chiefs.

Bolts boot Bungles out of another wild-card round

NFL. Chargers stay hot with fifth straight win; Bengals bounce out of opening round for third consecutive year

Philip Rivers' gloved hands found the right touch in the January cold.

The Bengals? They still can't do anything right when it's playoff time.

San Diego took advantage of Andy Dalton's three turnovers in the second half on Sunday, pulling away to a 27-10 victory that extended the Bengals' stretch of playoff misery to 23 years and counting.

With Rivers making accurate throws in the chilling rain, the Chargers (10-7) won their fifth in a row, beating the last team that had knocked them off. They'll play next Sunday in Denver.

It was a shocking finish for the Bengals (11-6), who won the AFC North, went unbeaten at home and had their top-ranked defence for the playoffs. With everything in their favour, they fell apart, getting outscored 20-0 in the second half.

"We asked a lot of our defence today and they came up with three big turnovers," said Rivers, who was 12 of 16 for 128 yards with a touchdown and no interceptions. "We didn't turn it over, which is always big in the playoffs."

The Bengals now have the sixth-longest streak of playoff futility in NFL history, stretching all the way back to the 1990 season. They've lost their playoff opener three straight years, matching a league record as well, according to STATS LLC.

Coach Marvin Lewis fell to 0-5 in the playoffs during his 11 seasons as head coach, but is expected to stick around and get another chance to try again.

Combined with the Saints' victory over the Eagles on Saturday night, the two No. 6 playoff seeds won for the first time since 2010, when the Packers won the Super Bowl.

THE ASSOCIATED PRESS

Bengals running back BenJarvus Green-Ellis is gang tackled by Chargers defenders including Jahleel Addae, top, on Sunday in Cincinnati. ANDY LYONS/GETTY IMAGES

NFC showdown

49ers edge Packers on last-second field goal

Phil Dawson kicked a 33-yard field goal as time expired, and Colin Kaepernick threw for 227 yards and ran for another 98 to lead the San Francisco 49ers past the Green Bay Packers 23-20 on Sunday night in a frigid NFC wild-card game.

In a back-and-forth fourth quarter, the 49ers (13-4) threw the final punch. Kaepernick escaped a blitz on third-and-eight and scrambled for an 11-yard gain to the 27 with 1:13 left. Dawson nailed the winning kick five plays later.

The defending NFC champions came away with a huge win in conditions that resembled a meat locker. It was 5 F at kickoff, and the winds made it feel like -10 F.

San Francisco plays at Carolina next Sunday.

After a slow first quarter, Rodgers finished 17 of 26 for 177 yards and a touchdown.

THE ASSOCIATED PRESS

Raptors' winning streak melts on Heat check

DeMar DeRozan of the Raptors shoots over the Heat's Chris Andersen on Sunday in Miami. MIKE EHRMANN/GETTY IMAGES

LeBron James scored 30 points, Michael Beasley came off the bench to add 17 and the Miami Heat held on down the stretch to beat the Toronto Raptors 102-97 Sunday night.

Dwyane Wade scored 14 points and Chris Bosh grabbed 11 rebounds for the Heat, who successfully overcame a deficit entering the fourth quarter for the seventh time in 13 tries. Miami was down by five entering the fourth, then opened the final period with a 7-0 run and never trailed again.

DeMar DeRozan scored 26 points on 11-for-19 shooting for Toronto, which was bidding for its first six-game winning streak since April 2007. Amir Johnson and Jonas Valanciunas each scored 17 for the Raptors, who got 14 from Kyle Lowry.

On Sunday

102	97
Heat	Raptors

Toronto had a slew of late chances. Johnson could have given the Raptors the lead with 25 seconds left, but his four-footer contested by Bosh bounced off the rim. And Lowry's three-pointer with Toronto down by three with six seconds left also bounced off the iron, with James corralling that rebound and sealing the win with a pair of free throws with 4.1 seconds left.

Bosh shot just 2-for-9, but his hook in the lane with 8:57 left put the Heat on top 86-84 and capped the flurry that opened the fourth.

Miami announced early in the third quarter that Mario Chalmers would not return because of tendinitis in his right Achilles', though he played 15 minutes in the first half. Without Chalmers, Roger Mason Jr. got five minutes of second-half playing time for the Heat. Unless the Heat decide to part ways beforehand, Mason Jr.'s contract becomes guaranteed for the remainder of the season on Tuesday. THE ASSOCIATED PRESS

Horoscopes

♈ Aries
March 21 - April 20
What you gain over the coming week will more than make up for what you have lost, so be of good cheer. Sometimes something has to go out of your life before something new can come in.

♉ Taurus
April 21 - May 21
A relationship that has fallen into a rut can be spiced up again but it won't happen if you keep looking back to the past.

♊ Gemini
May 22 - June 21
It will pay you to not be quite so open about what you are doing and why. You don't have to be dishonest but you do have to keep information that could be useful to rivals.

♋ Cancer
June 22 - July 23
You are about to make a vital decision, one that could change the course of your life. It may not be the change itself that worries you so much as how others will react. Don't worry, they'll get used to it.

♌ Leo
July 24 - Aug. 23
There may be tension in the air over the next few days and it may linger until Mercury changes signs next weekend. It won't cause you any major problems but try not to snap at people for no reason.

♍ Virgo
Aug. 24 - Sept. 23
Some may find it hard to believe you are in touch with your emotions and that's good because if you rely entirely on your rational mind today you could miss out. Let your heart rule your head.

♎ Libra
Sept. 24 - Oct. 23
You may think that you can do as you please and get away with it but the planets warn if you go too far today you could create a backlash that is tough to contain. Play it safe.

♏ Scorpio
Oct. 24 - Nov. 22
The choices you make over the next few days will have a major impact on the direction your life takes over the next few months, so make them wisely.

♐ Sagittarius
Nov. 23 - Dec. 21
There may have been some confusion of late but you should find it easy to set the record straight today. If your remarks have been taken out of context make sure everyone knows it.

♑ Capricorn
Dec. 22 - Jan. 20
It is important that you tell the truth today, even if by doing so you cause yourself, and maybe others, a certain amount of grief.

♒ Aquarius
Jan. 21 - Feb. 19
You tend to fear the worst at this time of year, so don't be surprised if you find yourself a bit hesitant as the new week begins. The good news is that come the weekend you'll be your old self again.

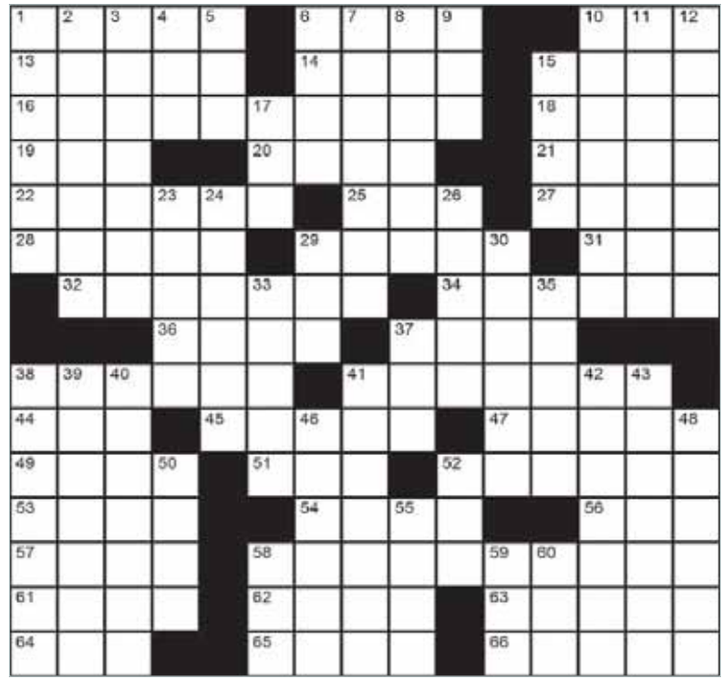
♓ Pisces
Feb. 20 - March 20
An important arrangement may have to be changed late today but don't get angry because it will work in your favour. Strange as it may seem but your friends really do know what is best for you.

SALLY BROMPTON

Crossword: Canada Across and Down

See today's answers at metronews.ca/answers.

BY KELLY ANN BUCHANAN



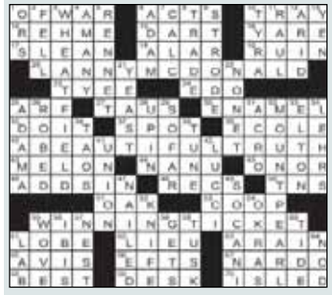
Across

1. Talk show host Mr. Smiley
6. Wile E. Coyote's supplier
10. Low-__ (Dieter's choice)
13. Excursus
14. Bok __ (Vegetable)
15. Healthy, in Spain
16. Medical drama on CTV: 2 wds.
18. Play interlude, __'acte
19. Greek alphabet's 7th letter
20. Sales jobs, commonly
21. Ms. Falco
22. Empathize
25. Play on words
27. Metal band, Quiet __
28. When doubled, Barbra Streisand's 'married lady' song from film Funny Girl
29. Half-hearted
31. Behave
32. __ Station, Nova Scotia
34. "I'm Gonna __ Good!" by Shania Twain
36. City of Spain
37. Ms. Remini
38. Pinned-at 'toy', __ doll
41. Fuel-finding drills: 2 wds.
44. Sovereignly sort, shortly
45. Preps teeth for fillings
47. Thanks: French
49. Comfy
51. Pre-1947 British rule in India
52. Don't yield from a stance: 2 wds.
53. Scrabble piece
54. 'Smart' suffix
56. Feline's fluff
57. "As if!": 2 wds.
58. Posh neighbourhood of Ottawa, __ Park
61. "Young __" (1988)
62. Intro-to-drawing class, __ _
63. The States = _ _ __ _
64. Cornerstone abbr.
65. "Excuse me..."
66. Retro record

Down

1. Policing weapons
2. Together, sports-style: 3 wds.
3. Baroque composer nicknamed 'The Red Priest'
4. Forest's Oscar-winning role
5. John McCain, e.g.
6. Yearn
7. Food Network culinary competition series, "__ Canada"
8. Cleans the floor's mess: 2 wds.
9. Middle
10. City on the South Shore near the Island of Montreal
11. Capital city of ancient Syria
12. Country star Ms. Lynn
15. Clairvoyant
17. Athens' country, to the IOC
23. Had a cold
24. Non-stick coating in cookware
26. Mr. Bruce who played Dr. Watson in Sherlock Holmes films
29. __-la-la!
30. "Goodness gracious...": 2 wds.
33. Smell
35. Burglar
37. Fleur-de-__ [var. sp.]
38. Trace of something
39. Author's anthology
40. Luxurious
41. Items and things
42. Canadian Forces helicopter, CH-146 __
43. Like a pre-grooming dog
46. Houses for lords
48. Jennifer Lopez hit: 2 wds.
50. Acquires
52. Grad letters
55. Comedian's play-like routine
58. Knock the door
59. Adore, informally
60. "It __ _." (Fancy response to "Who's there?")

Friday's Crossword



Sudoku

How to play
Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

	9		5		6		2	
2			7		9			1
	4			3			8	
		2				8		
3	7						5	4
		5				7		
	2			6			3	
1			2		5			8
	5		3		4		9	

Friday's Sudoku

1	2	3	9	5	6	8	4	7
5	8	9	7	1	4	2	3	6
7	4	6	3	8	2	9	5	1
3	5	7	1	9	8	6	2	4
9	1	4	6	2	7	5	8	3
2	6	8	4	3	5	7	1	9
6	7	2	8	4	1	3	9	5
8	9	1	5	6	3	4	7	2
4	3	5	2	7	9	1	6	8

Today
4°/-18°
Showers
Tuesday
-13°/-15°
Flurries
40%
Know what the weather will be 14 days from now.
Check the 14 day trend.
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